

## RESPECT@SRG COMMITMENT

At SRG Global, everyone should treat each other with courtesy, professionalism, and respect, regardless of differences in gender, race, ethnicity, religion, age, disability, sexual orientation, or any other characteristic. We are committed to maintaining a workplace that promotes respect, dignity and inclusivity for all employees.

SRG Global has zero tolerance for workplace sexual harassment, including sex-based harassment, sex discrimination, hostile work environments and victimisation. All reports of unacceptable behaviour will be treated with the utmost confidentiality and be promptly and thoroughly investigated.

To support our inclusive and diverse workforce, all representatives of SRG Global commit to the following Respect@SRG Global guiding principles:

**We will** treat others with respect.

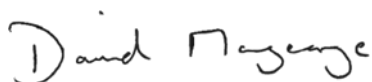
**We will** promote a diverse and inclusive workplace.

**We will** not tolerate any form of harassment or discrimination.

**We will** report unacceptable behaviour.

SRG Global will continue to foster a culture that respects all people, eliminates all forms of harassment and discrimination, and stands up, supports and cares for all those affected by unacceptable behaviour.

We are dedicated to creating a workplace where everyone feels safe, valued, and respected. We have each other's backs.



**David MacGeorge**  
Managing Director